



## The Wilburn Company- Diversity and Inclusion Mission

At The Wilburn Company, Inc. (TWC) we celebrate our diverse and inclusive workforce and our continued efforts to provide equal opportunities for team members from various racial, cultural, gender and other minority groups. This will ensure unique perspectives and inputs that benefit our company performance. Being an equal opportunity employer that embraces a diverse workforce is a primary goal for our organization.

TWC's current workforce is made up of approximately 70% women and minority groups. We are proud to continue to focus on providing equitable opportunities, which will contribute to the very important progression of our diversity and inclusion goals.

How does TWC continue to promote a culture of diversity and inclusion?

- Ensure new hire opportunities are reaching women and minority groups
- Diligently track success of our program by monitoring workforce percentages of women and minority groups
- Solicit feedback regularly from our current diverse workforce and work to improve at all times
- Celebrate our mission and successes of our inclusive culture
- Always maintain career path goals for our diverse workforce team members
- Ensure comfortability between our workforce and Human Resources so that any and all reports of disparity are addressed properly and urgently

As TWC grows, we are committed to providing equal opportunities for diverse and underrepresented groups. We will continuously evolve these efforts and assess our mission accomplishment. Our promise to our community, customers and workforce is that at TWC, we will continue to promote a culture of diversity and inclusion.

Respectfully,

James Wilburn II, Chief Executive Officer